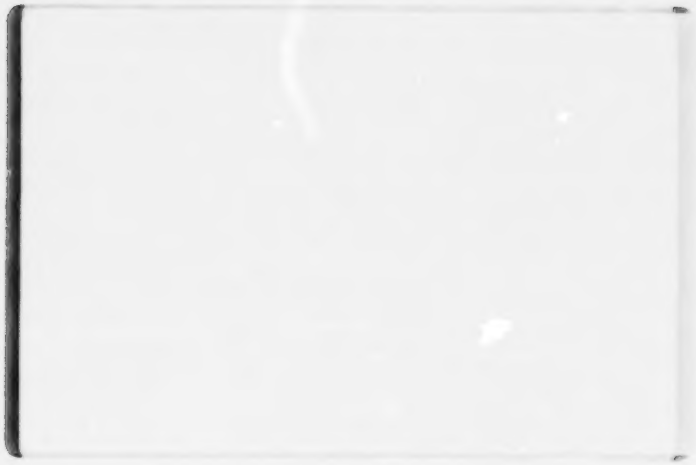

Alberta

SOLICITOR GENERAL
Law Enforcement Division

Police Commissions in Alberta, Structure and Functions

March 1st, 1988

Planning, Policy and Projects Branch

Law Enforcement Division
Alberta Solicitor General

TABLE OF CONTENTS

POLICE COMMISSIONS IN ALBERTA, STRUCTURE AND FUNCTIONS 1
Introduction 1
Municipal Police 2
The Municipal Police Commission 2
Complaints and Discipline 4
Labour Relations 5
Special Forces Pension Plan Act 7
RCMP Contracts 7
The Municipal Policing Agreement 7
Police Governance Under a Contract 8
Grants and Support 9
A New Alberta Police Act 9

APPENDIX A. POLICE COMMISSION AND COUNCIL - ROLES . . . 10

APPENDIX B. SUMMARY OF BY-LAWS FORMING POLICE COMMISSIONS IN ALBERTA 11
Makeup of Commission 11
Term of Office/Removal/Disqualification 12
Commission Meetings 14
Liaison with Council 16
Remuneration 17
Responsibilities and Duties of Commission 18
Budget Process 20
Discipline and the Role of the Chief of Police 21
Appointments and Promotions 22
Information Gathering by Commission/Inquiries 23
Collective Bargaining: Negotiating Team 24
Collective Bargaining - Closing Negotiations 25
Salaries of Non-Association Members 26

APPENDIX C. SUMMARY OF COLLECTIVE AGREEMENTS 27
Who Negotiates - Who Signs Agreement 27
Personnel Covered by Collective Agreement 28
Management Prerogatives 29
Primacy of "Standing Orders" vs. Agreement 30
Contracting Police Services 31
Negotiated Pay Items (in addition to salary) 32
Hours of Work/Leave/Holidays 34
Promotions/Demotions 36
Dismissals and Layoffs 38
Grievance Procedures and Discipline 39
Strikes and Lockouts 41
Fringe Benefits and Allowances 42
Pension 44
Indemnification and Legal Costs 45
Association - Employer Liaison 46
Miscellaneous Negotiated Items 47

APPENDIX D. ADDRESSES 49

POLICE COMMISSIONS IN ALBERTA, STRUCTURE AND FUNCTIONS

INTRODUCTION

Police are the mechanism by which the civil authority exercises its responsibility to maintain order and protect the peace. The police are responsible not only to the law, but are also accountable to the civil authority, which represents the public. These two responsiblilties require the police to act independently and impartially, representing no specific interests, while still being accountable to the civil authority. In Alberta, the police commission is the means by which this independence and accountability is managed.

The origin of paid police can be seen in England between the 13th and the 19th Centuries when citizens were required to serve tours of duty as town constable or watchman. Not surprisingly some of the more wealthy town members found the duty onerous and hired someone to replace them when their turn arrived. These hired watchman, like today's police, had a dual responsibility. They were responsible to the person who was paying their wages, yet they were also responsible to the Crown for the impartial performance of their duties.

The quality of these "ad hoc" police declined and they became increasingly unable to deal with the social changes occurring in England during the 17th and 18th Centuries. In 1829 Sir Robert Peel began the modern police era by introducing the concept of a a formal police force to the British Parliament, which resulted in legislation forming the London Metropolitan Police. This was done to reaffirm the unity of the public and the police, to prevent the incursion of the military into domestic social control.

Role of the Police: The police have a broad range of activities in which police personnel provide a community service as the "leading edge" in the justice system.

A police officer's duties include protection of life and property, preservation of peace, apprehension of criminals, and prevention of crime and other offences. Integral to these duties is the responsibility to develop, implement and assist in crime prevention programmes. A police officer investigates offences, arrests offenders and brings them before the justice system.

While a police officer is often perceived as an enforcer of the law, his job is much broader than that. Enforcement is carried out in order to maintain peace and good order. In some police services approximately one half of police time is expended on Criminal Code and provincial statute concerns. The other half is consumed by a broad range of public services. These include such activities as assisting in locating missing persons, dealing with lost property, traffic control, accident investigations which include motor vehicle and industrial accidents, investigating sudden deaths and locating drowned persons.

The police therefore, should be viewed as servants of the public rather than simply as enforcers of the law.

Responsibility for Policing: Under the Canadian Constitution, the responsibility for enacting criminal law resides with the Federal Government. Responsibility for the administration of justice rests with the Provinces. Policing is one component of the justice system. Alberta has delegated the responsibility for the provision of policing services to the local government in urban areas with a population of 1500 or more.

Both the Alberta Attorney General and the Alberta Solicitor General have roles

overseeing policing in the province. Police officers are responsible to the Attorney General in all matters related to the administration of justice and to the enforcement of laws. The Solicitor General is responsible for the general administration of police, and for the Police Act in particular.

Local Government and the Police: Like his predecessor 500 years ago, the present day police officer has dual responsibilities. He receives his authority as a police officer by virtue of the Crown and he is responsible to the Crown to maintain peace and good order and to enforce the law in an impartial and discretionary manner. At the same time however, he is a public employee responsible to the public through their elected representatives.

In Alberta, the civil authority to which the police are accountable is the police commission. The commission at the same time serves to screen the police from partisan political demands. It has the duty to mediate between the requirements of public accountability and independence facing the police service. Thus, the commission must ensure that the police simultaneously are held publicly accountable yet operate independently of direct partisan influences.

In Alberta municipalities presently have 2 options for providing a police service. The municipality can establish its own police service, or it can contract with the federal government to have policing done by the RCMP. There are several advantages and disadvantages to each of these choices. An RCMP contract provides the local community with trained police officers, backed up by a large and experienced organization, at subsidized rates. The municipality does not have to deal with many administrative issues such as recruitment, training or discipline. These advantages are gained however by giving up control over such responsibilities as personnel selection, equipment, uniforms, internal policies and procedures, complaint handling and discipline.

The governing of these two types of policing differs significantly, with the police commission having different roles and facing different issues. Consequently "Municipal Police" and "RCMP Contract Policing" will be dealt with in separate sections of this text.

MUNICIPAL POLICE

This section will discuss matters of relevance to those municipalities that establish their own police service. RCMP contract policing will be discussed in the next section.

There are three main pieces of legislation that affect local policing:

- **The Police Act** provides for the administration of police. It covers such topics as responsibility for policing, police commissions, police discipline and public complaints. This act is administered by the Alberta Solicitor General.
- **The Police Officers Collective Bargaining Act** (POCBA) covers collective bargaining and arbitration. It is administered by Alberta Labour.
- **The Special Forces Pension Plan Act** deals with police pensions. It is administered by Alberta Treasury.

Police commission members should be thoroughly familiar with these statutes and their Regulations.

The Municipal Police Commission

Sections 23, 24 and 25 of the Police Act deal with the formation and authority of the police commission.

A municipality forming its own police service must, by by-law, establish a police commission. A commission shall consist of 3 to 12 members appointed by council. On a 3 or 4 member commission, 1 may be a council member or municipal employee. If the commission is made up of 5 or more members, up to 2 members may be council members or municipal employees. A council member or municipal employee cannot serve as chairman of the police commission. These restrictions ensure a greater degree of non-political citizen participation in local policing.

The maximum term allowed for commission membership is 3 years, however reappointments are permitted. A council member's appointment to the police commission terminates when he ceases to be a member of the municipal council.

Outside of these legislated requirements and constraints, the municipal council has considerable latitude in designing the composition of their police commission. Most municipalities require that commission members be resident of that municipality and that they not be employees of the police service or the Alberta Attorney General. Some by-laws require commission members to be free of criminal convictions. Several by-laws call for the removal of a commission member who misses 2 or 3 consecutive meetings. Appendix B provides a summary of the various police commission by-laws in effect in Alberta in 1987.

Section 25 of the Police Act states that the commission is "...responsible for the policing and maintenance of law and order in the urban municipality." The commission is responsible for the appointment of police officers, though this may be delegated to the chief of police. The commission appoints the chief of police subject to ratification by council. The commission may also make rules, not inconsistent with the Act, governing the police.

The Act states that all members of the police service are under the jurisdiction of the commission. Instructions to the police are issued only **by the commission**, not by individual members. It is the practice in Alberta for commissions to issue instructions to the police only through the chief of police.

Section 25(5) of the Police Act gives the commission the power to inquire into the administration, operation or requirements of the police service. However the commission cannot interfere with investigations. To preserve the vital image of police as free from partisan influences, the commission must carefully avoid even the appearance of interfering in police investigations.

Financial management is a major role of the police commission. In their by-laws establishing the police commission most municipalities require the commission to submit the policing budget to council. While not dealt with specifically in the Police Act, a court decision has held that while the council allocates funds for policing, they do so as a "lump sum"; it is the responsibility of the commission to allocate the funds, to determine how they shall be used. (See Appendix A).

A valuable tool in providing for the overall direction of the police is the development of an annual work plan outlining the priorities and objectives of the police service. Annual planning is actually done on two levels: the commission and the chief of police together set the overall priorities and objectives for the police service, while the chief of police will establish the plan to implement these priorities. This planning is best done in conjunction with the development of the annual budget. A work plan should include such things as policing priorities, personnel development, equipment acquisition, policy development and crime prevention programmes to meet the local community needs.

The police commission has a role to play in the development of the police service's policies and procedures. While the chief of police is the professional in the area of police practices, the commission provides the overall direction in the development of the police service's policies and procedures. In the various police commission by-laws, the extent of the commission's involvment in the area of policy direction is not always clear. The various by-laws include such statements as:

- enact policy and procedures by which the police department will operate in an effective, efficient, disciplined and accountable manner;
- responsible for the administrative direction, organization and policy required to maintain a police force;
- provide general guidelines to police and deal with policy matters affecting policing;
- may establish the directions of policy for the police service.

As can be seen from these examples, the depth of involvement of the commission in the development of police policies and procedures can be interpreted widely. The police commission and chief of police together must work out their respective roles, based on the parameters established by the by-law and the Police Act.

This relationship between the chief of police and the police commission will have a vital impact on the quality of policing in the municipality. Generally, that relationship can be described as similar to that of a board of directors and a company president, where the board provides policy direction while the president puts that policy into practice, utilizing his professional expertise.

The chief of police must be involved in planning and in the development of overall priorities, objectives and policy. He must be responsible and accountable to the commission, ensuring their directions are followed by the police service. The chief should regularly submit reports to the commission outlining police progress, expenditures and activities.

At the same time The chief of police must have autonomy of action in carrying out the policy direction of the commission without interference of a partisan nature. He is the professional upon whose expertise the commission must rely to put policy into practice.

Complaints and Discipline

A police officer is an officer of the Crown, his powers and authority coming by virtue of his office. In order to protect the autonomy of the police officer in the performance of his duties, it is necessary that police discipline be governed by legislation, rather than being left to local practices.

Section 33 of the Police Act specifies the procedure for the handling of complaints. All complaints concerning the conduct or performance of duty of any member of the police service, except the chief of police, are to be directed to the chief of police for investigation. After investigation, the chief of police informs the complainant in writing as to whether the complaint was found to be justified and whether any disciplinary action is to be taken. He is also to inform the complainant of the right of appeal to the Law Enforcement Appeal Board (LEAB) if the complaint was considered to be unfounded.

Sections 26 and 32 of the Police Act places the responsibility for discipline within the police service on the chief of police. He is governed by procedures laid out in the Police Act as well as in the Municipal Police Disciplinary Regulations. The Regulations specify a code of conduct, penalties and formal procedures for disciplinary hearings. The Police Act provides for an appeal to the Law Enforcement Appeal board for po-

lice officers who feel aggrieved by the disciplinary process administered by the chief of police.

The police commission is generally not directly involved in police discipline. The commission is, however, responsible for monitoring complaints and discipline. When requested by the commission, the chief shall provide it with copies of ali investigation reports and other documentation concerning a complaint (Subsection 33(9)). The commission may request that the LEAB investigate any complaint that the chief of police held to be unjustified (Subsection 33(7)).

The commission is responsible for dealing with any complaint received concerning the chief of police and any subsequent disciplinary action. The procedures are the same, except that the commission is responsible for investigation and disciplinary action rather than the chief. To assist the commission, the Solicitor General may designate a senior officer from another police service to conduct an investigation for a disciplinary hearing (Section 32.1).

Thus far, we have dealt only with complaints concerning the conduct or performance of duty of a member of the police service. The Police Act does not specify a procedure to deal with complaints concerning the police service in general such as policies, procedures or levels of service. These sorts of complaints are the responsibility of the police commission and of the chief of police. Each commission, in consultation with the chief, should ensure procedures are in place for dealing with general service complaints.

Labour Relations

The main piece of legislation affecting police labour relations is the Police Officers Collective Bargaining Act (POCBA). This act does not allow police the the right to strike, but instead establishes a procedure for binding arbitration. Police officers may form an association to bargain collectively with the municipality. They may not affiliate with a trade union.

The Act permits the municipality to authorize the police commission to negotiate on their behalf. The practices differ between the various municipalities, some having the commission bargain, some having the municipality bargain and others setting up a committee that may include commission members. Whatever method is chosen, it is vital that the commission, and through them, the chief of police, have input into what items are negotiated and the terms arrived at.

The topics which are most frequently the subject of collective bargaining centre around financial issues such as pay scales and overtime. Other topics subject to collective agreement in the various municipal police services in Alberta include: shift scheduling, re-hiring police officers who resigned the police service, procedures for promotions, layoff procedure and indemnification of police officers.

Care must be taken to ensure that the management rights that permit the chief to operate the police service are not bargained away. For example, agreeing to certain shift schedules might make it impossible for the chief to assign staff to high crime periods, or agreeing to 2 officer car patrols would seriously limit the chief's ability to deploy staff.

When conducting negotiations, it must be remembered that legislated requirements or constraints cannot be subjects of collective agreements.

Appendix C provides a summary of collective agreements in place in Alberta in 1986.

Bargaining Procedure: Sections 5 to 19 of the POCBA specify the procedures

for collective bargaining.: A notice to intitiate bargaining may be served by either party not less than 30 days nor more than 90 days prior to the expiry of an existing collective agreement. If no agreement exists, the notice can be issued at any time. The notice must allow at least 10 days before the commencement of bargaining, however bargaining must commence within 15 days.

The municipality and the association may request the Director of Mediation Services (Alberta Labour) to appoint a mediator. The Minister (Labour) may intervene at any time and require that a mediator be appointed.

If a dispute cannot be resolved, either or both of the parties may request that an arbitration board be established. This request is made to the mediator if one has been appointed. If a mediator has not been appointed, the request is made to the Director, who will first appoint a mediator. The mediator has 14 days to resolve the dispute and at the end of that time requests the Minister to establish an arbitration board.

The Minister may order continuation of collective bargaining, specifying conditions, or he may establish an interest arbitration board. Each party names one member of the board, who in turn appoints a third member to act as chairman. The initial members must be named within 10 days, the third member within 10 days of the appointment of the second member. If either of the parties or the 2 appointed members do not make the appointments required the Minister may intervene and make any necessary appointments.

The arbitration board shall consider wages, benefits and stability of employment in other fields, both public and private, unionized and non-unionized. They shall also consider fiscal policies specified by the Provincial Treasurer. The board may also consider terms and conditions of employment in similar occupations, relationships between different classifications, or any other factor it considers relevant.

The board must make an award within 20 days unless the Minister authorizes some other period. The award shall be based on a majority vote of the board, however, where a majority is not obtained the chairman shall make the award. The parties will incorporate the award into the collective agreement. A court may not interfere in the award decision or proceedings of an interest arbitration board except in the case of an error in law or formal procedures.

Grievance Procedure: Section 20 of the POCBA requires that collective agreements have a procedure in place to settle disagreements concerning interpretation, application or contraventions of the collective agreement. Should the collective agreement not contain the necessary provisions, section 21 of the POCBA specifies a model clause that would apply. This model provides for the appointment of a single arbitrator by the two parties.

If there is a question as to whether an issue is covered by the Police Act or by the POCBA, the matter shall be referred to the Court of Queens Bench.

The arbitrator, or the chairman of a rights arbitration board if one is established pursuant to a collective agreement, has the power to enter premises, examine material or documents, require the attendance of witnesses, and to question any person under oath. He may also delegate these powers to another person reporting to him.

Awards made are binding on the parties. Like interest arbitration, the arbitration is not subject to review by the courts except on points of law.

The grievance procedure referred to here does not include grievances due to disciplinary action taken under the Police Act. A separate appeal mechanism

is prescribed. (See the section on Complaints and Discipline above).

Unfair Practices: Sections 36 to 39 of the POCBA deal with unfair practices, primarily with the formation and membership of a police association. A municipality is not permitted to be involved in the formation of a police association, nor may it make financial or other contributions to the association. Police officers shall not be subject to discrimination, termination or discipline by either the association or the employer because of exercising any rights under the POCBA or being involved in any proceedings under that Act. Subsection 39 (11) states that Section 39 does not detract from the right of the police commission or police chief to suspend, transfer or terminate police officers for proper and sufficient cause.

Where the municipality, association or a member of the association feels that there has been a failure to comply with the POCBA, they may submit a complaint to the Labour Relations Board. After inquiring into the matter, the board may issue a directive to rectify the situation.

Special Forces Pension Plan Act

The Special Forces Pension Plan is a provincially administered pension plan that is open only to police officers employed by the local authority (i.e. municipal police services). The definition of police officer includes only those with full authority to enforce provincial and federal statutes, including the Criminal Code. Special Constables and auxiliary police are not included in the pension plan. Special constables employed by a municipality would be included with other municipal employees in the local authorities pension.

The Special Forces Pension Plan is administered by the Provincial Treasurer. There is an appointed Board which hears appeals and advises the Provincial Treasurer. The Board also has certain powers to extend time limits.

To be included in the Special Forces Pension Plan the municipality must make an application to the Provincial Treasurer, with the consent of the local police association.

Contributions totaling 14% of the employee's salary are made by the employer and employee. The proportions paid by the employer and employee have been subject to collective bargaining. It is the responsibility of the local authority to remit the contributions to the fund.

RCMP CONTRACTS

This section deals with issues relevant to municipalities who enter into contracts with the Federal Government for the provision of policing services by the RCMP.

The Municipal Policing Agreement

A municipality considering entering into a contract for RCMP services must first contact the Federal Solicitor General to ascertain if any services would be available to the municipality, and if so, when the resources would be available. The municipality would then forward the details and supporting documents to the Alberta Solicitor General, Law Enforcement Division, requesting provincial approval. On receipt of provincial approval, the municipality can proceed with formal contract arrangements with the Federal Government.

The contract will specify the police strength required. Office space, utilities, telephone, furniture, janitor service and clerical support are provided by the

municipality in accordance with RCMP specifications. By entering into a contract with the RCMP the municipality can access specialized police services through the province. These include such services as police dogs, field identification or crime prevention.

The standard RCMP Municipal Policing Agreement requires that on or before 1 October of each year the RCMP provide the municipality with a statement of estimated costs for the upcoming fiscal year and consult with the municipality as to the staffing requirements for the fiscal year beginning in 18 months. The municipality will be able to discuss the specific information in this budget with the detachment commander.

The RCMP will provide quarterly invoices to the municipality on the 1st of July, October and January and on the 31st of March. Payments are due within 3 months. Any deficiency or overpayment for the previous fiscal year will be adjusted in the July 1st billing. Overtime costs will be paid during the current fiscal year.

In the event of a dispute or any concern arising from the policing agreement the Alberta Solicitor General will represent the municipality in discussions with the federal government. Municipal authorities should ensure they convey concerns or suggestions concerning the Municipal Policing Agreement to the Alberta Solicitor General.

Police Governance Under a Contract

The officer in charge of the RCMP unit is responsible to "K" Division headquarters at Edmonton. He is also responsibile for working closely with local municipal authorities to provide the best possible policing service to meet the needs of that community.

Some municipalities leave liaison with the RCMP to the mayor, town manager or to a committee of council. Others however, have opted to form a police commission to ensure local "grass roots" liaison with the police. This commission, though having a narrower scope of authority than a commission overseeing a municipal police service, has a significant role to play in overseeing the contract and in working with the officer in charge to ensure that policing meets local needs and standards.

The commission can assist in establishing the community's policing priorities, act as a vehicle for communication of citizen concerns about policing, assist in drawing up the yearly budget, and monitor the billing process.

The structure of an RCMP police commission should be the same as that of a municipal commission (see section on municipal commissions). That is, it should be established by by-law, having from 3 to 12 members (a minority representing council). The by-law should clearly delineate the relative responsibilities of the commission and council, especially in the area of preparation and administration of the budget.

Complaints and Discipline: The commission has no formal authority over the RCMP in dealing with public complaints or discipline of members of the RCMP. All complaints received concerning an RCMP officer must be forwarded to the Commanding Officer, "K" Division headquarters who will ensure that the matter is investigated and will take any disciplinary action that may be appropriate.

There are plans for revisions to the the RCMP public complaint procedure that will see the formation of a civilian review authority with a provincial appointee.

GRANTS AND SUPPORT

The province provides some subsidies and grants to assist municipalities in providing for enhanced police services. Provincial grants are, however, subject to fiscal restraint guidelines and may not be available or maintained at the indicated levels.

Policing Subsidy: The province provides subsidies to those municipalities responsible for their own policing. These subsidies are based on census and are affected by government fiscal policy. In 1987 municipalities with an RCMP contract received about $11.64 per capita. Those with a local police service received a subsidy of about $17.46 per capita. The different subsidies are to allow for a more equitable distribution of funds, as municipalities with RCMP contracts receive the services of the RCMP at a federally subsidized rate.

Police Training Grant: This grant is designed to assist small police services in developing police personnel. It will assist in developing areas of expertise and skills that the small police service would otherwise find difficulty in obtaining. The province will fund up to 50% of the training costs.

Liquor Control Act Subsidy: This subsidy is to assist a municipality in defraying the costs of detaining intoxicated persons in the local cells under section 84 of the Liquor Control Act. The province provides $7.00 per person detained.

A NEW ALBERTA POLICE ACT

A new Alberta Police Act was introduced in 1987. Should this bill becomes law there will be a number of changes of note to police commissions.

Policing Options: Communities will have additional options for the provision of policing services. Communities with a population over 5000 will have the options of:

- Forming their own police service,
- Entering into a contract with the Federal Government for RCMP service,
- Entering into a contract with another municipality for service by that municipality's police service,
- Establishing a regional police service with adjacent municipalities.

Communities with populations over 1500 but under 5000, in addition to the above options, will also be able to enter into a cost sharing agreement with the Province for the provision of policing services from provincial policing resources.

Rural areas and urban municipalities with populations less than 1500 are policed by the provincial police. These areas will however have the option of providing their own policing through any of the above options.

Liability: The new Police Act will clarify the question of liability of police officers. The municipality will ultimately be responsible for torts committed by its police officers.

Annual Plan: Under the new Police Act, the commission will be required to present a policing plan and budget, annually to council.

Complaints about Police Service: Presently, formal procedures for the handling of a complaint concerning the conduct of a **police officer** are specified in the Police Act and regulations. No procedures are specified for the handling of complaints about the police service in general, such as police policies, priorities or levels of service. The new act will specify a procedure, requiring the chief of police to respond to such a complaint, with the police commission serving as an appeal mechanism.

APPENDIX A. POLICE COMMISSION AND COUNCIL - ROLES

Following is an extract taken from the judgement rendered by the Honourable Mr. Justice Miller in Action No. 8203-44672, The Edmonton Police Association vs. the City of Edmonton and the Edmonton Police Commission in the Court of Queens Bench of Alberta.

> "Looking at the applicable law and in particular the provisions of the Police Act, I am persuaded that a municipal Council cannot treat the Police Department in the same fashion as any other civic department, nor does it have the same rights and authority in respect of the Police Department employees as it holds with employees of other civic departments." (p. 19).
>
> "What, in my view, the municipal council is entitled to do is to say to its Police Commission - here is the amount of money we can provide to you. You are charged with the responsibility of using it as wisely as you can to provide adequate levels of police services to maintain law and order in our municipality. It will be up to you, members of the Police Commission, to decide how to allocate those funds to fulfill your responsibilities.
>
> To allow a municipal Council or a civic administration to do any more would, in my view, fly directly in the face of the obvious intent of the Provincial Police Act and its regulations." (p.20).

APPENDIX B. SUMMARY OF BY-LAWS FORMING POLICE COMMISSIONS IN ALBERTA

Makeup of Commission

Calgary: 7 members: 2 from council, 5 public chosen by council.

Camrose:
Silent

Coaldale:
Silent

Edmonton: 5 members: 2 from council, 3 public chosen by council.

Lacombe: 3 members: 1 from council, 2 public.

Lethbridge: 5 members: 2 from council, 3 public.

Medicine Hat: 5 members: 2 of whom may be from council.

Redcliff: 7 members: 2 of whom may be from council.

Taber: 5 members: 2 from council, 3 residents of town.

Term of Office/Removal/Disqualification

Calgary:

- Council member - one year term.
- Public member - 3 year term, staggered.
- Maximum of 2 consecutive terms.
- Council member terminates if off council.

Camrose:

- Term until next appointments made.
- Appointments made at first meeting after election, or if no election, the first council meeting in November of each year.
- Disqualify: non-resident, police or AG employee, or criminal conviction.

Coaldale:

- One year term, appointments each November.
- Council member terminates if off council.
- Disqualify: non-resident, police or AG employee, criminal conviction, or miss 2 meetings.

Edmonton:

- 3 year term.
- Council member terminates if off council.

Lacombe:

- 2 year term, staggered for public.
- Council member term unspecified.

Lethbridge:

- 1 year term.
- Maximum 6 terms.
- Council member terminates if off council.
- Disqualify: non-resident, police or AG employee, criminal conviction.

Medicine Hat:

- 3 year term.
- Council member terminates if off council.

Redcliff:

- 3 year term.
- Council member terminates if off council.

Taber:

- Public: 3 years, 2 years, 1 year.

- Council member's term to next organizational meeting.
- Council member terminates if off council.
- Disqualify: non-resident, Town or AG employee, criminal conviction, miss 3 consecutive meetings.
- Can be removed by majority vote of council.

Commission Meetings

Calgary:

- Determine own procedures.

Camrose:

- Meet at least quarterly.
- Chief shall attend, but cannot vote.
- Commission may, by vote, request chief's absence.
- Special meeting can be called by Chair or 2 members in writing.

Coaldale:

- Meet monthly.
- Chief shall attend, but cannot vote.
- Special meeting can be called by Chair or 2 members in writing.

Edmonton:

- Meet monthly.
- Procedure to be City Procedure by-law or Beauchesne Rules.
- Chief shall attend, but cannot vote.
- Special meeting can be called by Chair or 2 members in writing.

Lacombe:

- Meet 6 times yearly.
- May adopt other procedures not inconsistent with Act or by-laws.
- Chief shall attend, but cannot vote.
- Special meeting can be called by Chair or 2 members in writing.

Lethbridge:

- Meet monthly.
- Procedures according to City procedure by-law.
- Chief shall attend, but cannot vote.
- Special meeting can be called by Chair with 3 members or 2 members in writing.

Medicine Hat:

- Meet at least every 3 months.
- Procedures according to City procedure by-law.

Redcliff:

- Meet monthly.

Taber:

- Meet 4 times yearly.
- Determine own procedures.
- Special meeting can be called by Chair or 2 members in writing.

Liaison with Council

Calgary: All council members may attend any meeting but cannot vote.

Camrose: ***Silent***

Coaldale: Commission may make recommendations to council on its own initiative or on request of council.

Edmonton: Commission to submit a written report to council every 6 months. Council may request reports by resolution. Commission may make any reports to council it deems appropriate and in the public interest. (Minutes of meetings are confidential, not to be released without permission of the commission)

Lacombe: Minutes and records of the commission are confidential. Council may request any information necessary to assess the efficiency and financing required by the police.

Lethbridge: ***Silent***

Medicine Hat: ***Silent***

Redcliff: Minutes of meetings to be provided to council.

Taber: Minutes of meetings to be provided to council.

Remuneration

Calgary: Keep records of expenses.

Camrose: Remuneration as determined by council.

Coaldale: ***Silent***

Edmonton: Reasonable gratuity or allowance.

Lacombe: ***Silent***

Lethbridge: Serve without remuneration.

Medicine Hat: ***Silent***

Redcliff: ***Silent***

Taber: Remuneration as set by council.

Responsibilities and Duties of Commission

(See also "Negotiations", "Discipline" & "Budget")

Calgary:

- May establish the directions of policy for police service.
- May only communicate commission decisions to police.

Camrose:

- Responsible for policing and maintenance of law and order.
- May only communicate commission decisions to police.

Coaldale:

- Responsible for the administrative direction, organization, and policy required to maintain police force.
- Make recommendations to council, and may review by-laws with enforcement sections.
- Responsible for conduct, dress and deportment of police.
- Responsible for efficient discharge of duties by police.
- May not alter established strength of force without authority of the council.

Edmonton:

- Responsible for policing and maintenance of law and order.
- Provide general guidelines to police and deal with policy matters affecting policing.
- May only communicate commission decisions to police.

Lacombe:

- Responsible for policing and maintenance of law and order.
- Enact policy and procedure by which department will operate in effective, efficient, disciplined and accountable manner.
- Monitor compliance with objectives and policies.
- Shall not vary the number of officers without council approval.

Lethbridge:

- Responsible for administrative direction, organization, and policy required to maintain police force.
- Responsible for policing and maintenance of law and order.
- Commission has power to:
  - Make rules and regulations governing police force.
  - Establish by regulations, procedures and penalties.
  - Issue orders to any member of the force.
- Commission to establish strength within population/police ratio set by council.
- May only communicate commission decisions to police.

Medicine Hat:

- Powers and authority as per Police Act.

Redcliff:

- Powers and authority as per Police Act.
- Prepare annual policing programme.

Taber:

- Make rules governing operation of police, including:
  - conduct, dress, deportment and duties of police,
  - prevention of neglect or abuse in discharge of duties,
  - efficient discharge of duties by police, and
  - punishment for contravention of rules.
- May only communicate commission decisions to police.
- Council may refer by-laws with enforcement section to commission for recommendation or consideration.

Budget Process

Calgary:

- Commission may review the police budget and make recommendations to council but shall not have jurisdiction over any other financial matters of the police service (which remain under the jurisdiction of the council).

Camrose:

- Commission to prepare a detailed budget and submit it to the city manager for inclusion with the city budget, for council approval.

Coaldale:

- Commission shall prepare the budget (at time set by municipal administrator) and submit for council to approve or reject.

Edmonton:

- By 31 October shall cause a budget to be submitted to council containing such sums as the commission considers necessary for policing.
- Commission will supervise the spending by the police service.

Lacombe:

- Commission shall forward the budget, containing details and justification for each expenditure item.
- The chief may authorize expenditures in accordance with the budget.
- The commission shall review the financial performance of the department and may authorize, with the approval of council, the redistribution of funds within the department, provided the budget is not exceeded, the strength of the force is not altered, and capital expenditures are not altered.
- The commission shall not vary the number of officers without council approval.

Lethbridge:

- Commission shall prepare a budget and submit it to the city manager for submission to council for its approval or rejection.
- Council will establish the population/police ratio, within which the commission will establish the police strength.

Medicine Hat:

- Commission will submit to council for its consideration and approval, its estimates for the police service costs.

Redcliff: ***Silent***

Taber:

- Commission shall submit to council a written statement showing proposed expenditures.

Discipline and the Role of the Chief of Police

Calgary: ***Silent***

Camrose:

- Chief is responsible for direction of police service with respect to discipline and maintenance of law and order. (Chief may delegate responsibility for discipline).

Coaldale: ***Silent***

Edmonton:

- Chief is responsible for direction of police service with respect to discipline and maintenance of law and order.
- Discipline is the responsibility of the Chief or his delegate, by applying the procedures and penalties set out in the Discipline Code and Regulations of the police service or in regulations of the Police Act. A member may appeal disciplinary action to the Law Enforcement appeal board.
- Chief to investigate complaints and inform complainant of his disposition of the complaint and the right to appeal.

Lacombe:

- Chief may authorize expenditures in accordance with the budget.

Lethbridge:

- Chief is responsible for the direction of the police, the actual day to day enforcement of law and order and discipline (may delegate responsibility for discipline).
- Subject to the paramount authority of the commission, all members shall obey all lawful directions, and be subject to the orders of the Chief of police.
- The Chief is responsible for investigating complaints and taking such action he considers advisable. He may delegate authority to investigate, but will review findings and confirm, reverse, mitigate or commute findings/punishment.
- Chief to advise complainant of findings and appeal process.

Medicine Hat: ***Silent***

Redcliff: ***Silent***

Taber: ***Silent***

Appointments and Promotions

Calgary: ***Silent***

Camrose:

- Commission appoints police officers, council ratifies appointment of chief.

Coaldale:

- Commission appoints police officers, council ratifies appointment of chief.

Edmonton:

- Commission appoints, promotes, demotes, dismisses police officers on the recommendation of the Chief.
- Council to ratify appointment or dismissal of Chief.
- In the case of dismissal the chief may appeal to council.

Lacombe:

- Commission appoints police officers, council ratifies appointment of chief.
- Commission may delegate appointment of police officers to Chief.

Lethbridge:

- Commission appoints police officers, council ratifies appointment of chief.

Medicine Hat: ***Silent***

Redcliff: ***Silent***

Taber: ***Silent***

Information Gathering by Commission/Inquiries

Calgary: ***Silent***

Camrose: ***Silent***

Coaldale:

- Commission may conduct hearings into administration, operation or requirements of the police, and have the powers of a Commissioner appointed under the Public Inquiries Act.
- Commission shall investigate complaints concerning the Chief.

Edmonton:

- Commission shall follow procedure of Police Act in dealing with a complaint concerning the Chief.
- The commission has the powers of a Commissioner appointed under the Public Inquiries Act.
- The commission may request the Law Enforcement Appeal Board to investigate any complaint that the Chief found "unjustified".

Lacombe: ***Silent***

Lethbridge:

- Commission may conduct hearings into administration, operation or requirements of the police, and have the powers of a Commissioner appointed under the Public Inquiries Act.

Medicine Hat: ***Silent***

Redcliff: ***Silent***

Taber: ***Silent***

(No by-laws specify what information commissions may obtain from the police service)

Collective Bargaining: Negotiating Team

Calgary: Committee appointed by council. (Agreement signed by Mayor)

Camrose: ***Silent*** (Agreement signed by commission chairman and an alderman)

Coaldale: Commission to bargain, subject to ratification of council. (Agreement signed by commission)

Edmonton: Bargaining by a board of commissioners of the Labour Relations section of the Personnel Department of the City. The Commission is NOT to bargain with the police association. (Agreement signed by mayor)

Lacombe: Bargaining done by a committee appointed by council. (Agreement signed by mayor and commission)

Lethbridge: Bargaining to be done by a committee composed of city officers and commission members, appointed by council. (Agreement signed by commission)

Medicine Hat: ***Silent - implies commission*** (Agreement signed by commission)

Redcliff: ***Silent*** (Agreement signed by mayor and municipal administrator)

Taber: ***Silent*** (Agreement signed by town council)

Collective Bargaining - Closing Negotiations

Calgary: ***Silent***

Camrose: ***Silent***

Coaldale: Council to ratify.

Edmonton: ***Silent***

Lacombe: ***Silent***

Lethbridge: ***Silent***

Medicine Hat: Negotiations can be closed only with approval of council.

Redcliff: ***Silent***

Taber: ***Silent***

Salaries of Non-Association Members

Calgary: Salaries for Chief and Deputy Chiefs to be set by commission.

Camrose: ***Silent***

Coaldale: ***Silent***

Edmonton: ***Silent***

Lacombe: Council to review chief's salary annually (commission may make recommendations).

Lethbridge: All salary negotiations with the Non-Police Association members of the Police Force shall be conducted directly by the City Manager and the Personnel Officer.

Salaries for the Chief and all non-association personnel will be established by council on recommendation of the City Manager.

Medicine Hat: ***Silent***

Redcliff: ***Silent***

Taber: ***Silent***

APPENDIX C. SUMMARY OF COLLECTIVE AGREEMENTS

Following is a content analysis of police collective agreements that were in place at the end of 1986. Since then a number of agreements have been renegotiated and may differ somewhat from this analysis.

Who Negotiates - Who Signs Agreement

Municipality	Municipal Signator	Negotiator Specified in by-law
Calgary:	Mayor	Committee appointed by City.
Camrose:	Commission and Alderman	by-law is silent.
Coaldale:	Commission	Commission, subject to ratification of council.
Edmonton:	Mayor	City Personnel Dept. (Commission cannot bargain).
Lacombe:	Mayor and Commission	Committee appointed by council.
Lethbridge:	Commission	Committee appointed by council: to include city officers & commission members.
Medicine Hat:	Commission	Implies Commission.
Redcliff:	Mayor and Municipal Administrator	by-law is silent.
Taber:	Council	by-law is silent.

Personnel Covered by Collective Agreement

Calgary: Classifications "with rank" (4th class constable to staff sergeant), and other classifications (driver, summons officer, supervisor summons branch, police technician IV, and transportation supervisor).

Camrose: All sworn members below the rank of Sub-Inspector.

Coaldale: *** Not defined ***

Edmonton: All regular sworn-in personnel holding a rank junior to Inspector, and any other personnel that the parties to the agreement may mutually agree to.

Lacombe: All sworn-in personnel who hold the rank from Recruit Constable to Senior Constable.

Lethbridge: *** Not defined ***

Medicine Hat: All members of City Police Force except the Chief and the Inspectors.

Redcliff: All members of police department except:

- Chief of Police
- Office staff
- Supervisory employees with authority to promote, discipline or recommend a change in status or disciplinary action (STEP employees not coverered by agreement).

Taber: *** Not defined ***

Management Prerogatives

Calgary: Commission has regular rights of management to direct the work and deploy manpower subject to agreement.

Camrose: ***Silent***

Coaldale: Residual management rights to the commission

Edmonton: ***Silent***

Lacombe: ***Silent***

Lethbridge: Management has customary rights except specific restrictions set forth in the agreement.

Medicine Hat: ***Silent***

Redcliff: Town has residual rights of management.

Taber: Where the agreement is silent, issues will be determined by law, town policy, commission or chief as befits the situation.

Primacy of "Standing Orders" vs. Agreement

Calgary: *** Silent ***

Camrose: Agreement prevails over rules and regulations and disciplinary code of the department.

Coaldale: Agreement

Edmonton: Agreement

Lacombe: Agreement

Lethbridge: Agreement

Medicine Hat: Agreement

Redcliff: Agreement

Taber: Agreement

Contracting Police Services

Calgary: *** Silent ***

Camrose:

- Cannot contract.
- Assistance in emergency permitted.

Coaldale:

- Cannot contract.
- Assistance in emergency permitted.

Edmonton: *** Silent ***.

Lacombe:

- May contract police work with 120 days written notice to association.
- Assistance in emergency permitted.

Lethbridge: *** Silent ***

Medicine Hat:

- Cannot contract for life of the agreement.
- Assistance in emergency permitted.

Redcliff:

- Cannot privately contract, except STEP.
- Cannot contract to other police force.
- Assistance in emergency permitted.
- Contract with RCMP requires 6 months notice.

Taber:

- Cannot contract without prior consultation with association.
- Assistance in emergency permitted.

Negotiated Pay Items (in addition to salary)

Calgary:

- Overtime
- Court
- Call-Out
- Service Pay
- Shift Differential
- Evening Court
- Special Sections.

Camrose:

- Overtime
- Court
- Shift Differential

Coaldale:

- Overtime
- Court
- Call-Out

Edmonton:

- Overtime
- Court
- Call-Out
- Service Pay
- Shift Differential
- Supervisors premium

Lacombe:

- Overtime
- Court

Lethbridge:

- Overtime
- Court
- Call-Out
- Service Pay
- Shift Differential
- Training

Medicine Hat:

- Overtime
- Court
- Call-Out
- Service Pay

- Shift Differential
- Stand-By Pay

Redcliff:

- Overtime
- Court
- Call-Out
- Shift Differential

Taber:

- Overtime
- Court
- Call-Out
- Shift Differential

Hours of Work/Leave/Holidays

Calgary:

- Shifts of 5x8 or 4x10 (40 hr/week).
- Rotate shifts every 3rd Sunday
- Minimum break of 8 hours.
- 2 consecutive days off.
- Statutory holidays.
- Vacations.
- Leave of absence.

Camrose:

- Shifts of 3x12 + 1x10 for general patrol; 5x8 for others.
- Minimum break of 8 hours.
- 2 consecutive days off.
- Statutory holidays.
- Vacations.
- Maternity leave.
- Compassionate leave.
- Sick leave.
- Leave of absence.

Coaldale:

- Shifts of 5x8 or 4x10 (40 hr/week).
- Minimum break of 8 hours.
- 2 consecutive days off.
- Statutory holidays.
- Vacations.
- Compassionate leave.
- Sick leave.

Edmonton:

- Shifts of 5x8, maximum 12 hour shifts, average 40/week.
- Minimum break of 8 hours.
- 2 consecutive days off.
- Statutory holidays.
- Vacations.
- Maternity leave.
- Compassionate leave.
- Medical or Dental absence.
- Sick leave.
- Time off for voting.
- Leave of absence.

Lacombe:

- 40 hr/week.

- Minimum break of 8 hours.
- Consecutive days off (number not specified).
- Statutory holidays.
- Vacations.
- Compassionate leave.
- Sick leave.
- Leave of absence.

Lethbridge:

- 40 hr/week.
- Minimum break of 8 hours.
- 2 days off per week.
- Statutory holidays.
- Vacations.
- Compassionate leave.
- Sick leave.
- Leave of absence.

Medicine Hat:

- Shifts 5x8. 40 hr/week.
- Minimum break of 12 hours.
- Statutory holidays.
- Vacations.
- Compassionate leave.
- Sick leave.
- Leave of absence.

Redcliff:

- 8 hour shifts; trial 10 and 12 hour shifts.
- No split shifts. (No work week stated.)
- Minimum break of 10 hours.
- Statutory holidays.
- Vacations.
- Emergency leave of absence.
- Compassionate leave.
- Sick leave.

Taber:

- 8 hour shifts; 40 hrs/week.
- Minimum break of 8 hours.
- 2 consecutive days off.
- Statutory holidays.
- Vacations.
- Compassionate leave.
- Sick leave.
- Leave of Absence.

Promotions/Demotions

Calgary:

- Promotions and demotions made by the commission on recommendation of board of senior police officers.
- Promotions within membership.
- Qualifying Exams.
- Eligibility for promotion (exams) after 4 years with CPS.

Camrose:

*** Silent ***

Coaldale:

- Promotions made on recommendation of the chief, ratified by the commission.
- Probationary constables maximum of 18 months.

Edmonton:

- Promotions within membership.
- Exam dates and pass grade.
- Promotional board of senior officers.
- Minimum years at various ranks before promotion.
- Chief has final decision (consistent with agreement).

Lacombe:

- Members to be considered first.
- Qualifying exams.
- For promotion in range up to 1st class constable, the minimum service, annual evaluation, and exam pass grade specified.

Lethbridge:

- Promotions within membership only.
- Minimum of 5 years service, and 3 years as patrol officer.
- Qualifying exam, pass grade of 60%.

Medicine Hat:

- Promotion within membership only.
- Minimum service specified.
- Composition of promotional board specified.
- Qualifying exam.
- Decision on promotion rests with commission.
- Probationary constable of 12 months.

Redcliff:

- Promotion within membership, if members qualified.

- Probationary constable 12 months, annual promotion to level of 1st class constable.

Taber: *** Silent ***

Dismissals and Layoffs

Calgary:

- General layoff by demotion and reverse seniority.

Camrose:

- Members will be terminated only for cause.
- General layoff: 2 months notice, by reverse seniority.

Coaldale:

- No dismissals other than for cause.
- Dismissals to be in accordance with Regulations.
- Strength of department to be reduced only by attrition.

Edmonton:

- Members will be terminated only for cause.
- General layoff requires 2 weeks notice and will be done by reverse seniority.

Lacombe:

- Members can only be terminated for cause.
- 1 month notice required when employment terminated, except when terminated for cause.

Lethbridge:

- Layoffs to be done by reverse seniority.

Medicine Hat: ***Silent***

Redcliff:

- 1 month notice of termination, except when termination is for cause.
- 6 month notice prior to RCMP contract.

Taber: ***Silent***

Grievance Procedures and Discipline

Calgary:

- Discipline as per Regulations.
- Grievance procedure for interpretation/application of agreement.
- May appeal to commission then to arbitration.

Camrose:

- Agreement takes precedence over Discipline Code of department.
- Grievance procedure for interpretation/application of agreement.
- May appeal to commission then to arbitration.

Coaldale:

- No references to discipline.
- Grievance procedure (without parameters).
- Commission to ratify or reject chief's decision.
- Appeal to arbitration.

Edmonton:

- Discipline as per Regulations.
- Grievance procedure for interpretation/application of agreement.
- May appeal to city manager then to arbitration.

Lacombe:

- Discipline as per Regulations.
- Grievance procedure for interpretation/application of agreement.
- May appeal to commission then to arbitration.

Lethbridge:

- Discipline as per Regulations.
- Grievance procedure for interpretation/application of agreement.
- May appeal to commission then to arbitration.

Medicine Hat:

- Discipline as per Regulations.
- Grievance procedure for interpretation/application of agreement.
- May appeal to commission then to arbitration.

Redcliff:

- Discipline as per Regulations.
- Grievance procedure for interpretation/application of agreement.
- May appeal to commission then to arbitration.

Taber:

- Discipline as per Regulations.
- Agreement adopts rules and regulations laid out by the commission.
- Grievance procedure for interpretation/application of agreement.
- May appeal to commission then to arbitration.

Strikes and Lockouts

Calgary: ***Silent***

Camrose: There will be no sympathy strikes.

Coaldale: ***Silent***

Edmonton: ***Silent***

Lacombe: There will be no illegal strike or lockout. The agreement terminates on notice of strike or lockout.

Lethbridge: ***Silent***

Medicine Hat: ***Silent***

Redcliff: No illegal strikes, lockouts or sanctions.

Taber: ***Silent***

Fringe Benefits and Allowances

Calgary:

- Clothing and equipment (per schedule).
- Cleaning allowance.
- Civilian Clothing allowance.
- Disability/Death benefits.
- Health Care/Blue Cross premiums.
- Spousal Benefits.

Camrose:

- Civilian Clothing allowance.
- Cleaning allowance.
- Training allowance/expenses.
- Disability/Death benefits.
- Health Care/Blue Cross premiums.
- Spousal Benefits.
- Dental plan.

Coaldale:

- Clothing and equipment (per chief and commission).
- Cleaning and repairs paid by commission.
- Civilian Clothing allowance.
- Disability/Death benefits.
- Health Care/Blue Cross premiums.

Edmonton:

- Clothing & equipment (per schedule).
- Cleaning and boot allowance.
- Civilian Clothing allowance.
- Repair of personal apparel.
- Public transit.
- Telephone allowance.
- Training allowance/expenses.
- Disability/Death benefits.
- Health Care/Blue Cross premiums.
- Spousal Benefits.
- Dental plan.
- Exhibition Time or Pay.

Lacombe:

- Clothing and equipment (per department policy).
- Cleaning allowance.
- Disability/Death benefits.
- Health Care/Blue Cross premiums.

Lethbridge:

- Clothing and equipment (as required).
- Cleaning allowance.
- Civilian Clothing allowance.
- Training allowance/expenses.
- Repair of personal apparel (if authorized by chief)
- Health Care/Blue Cross premiums.
- Disability/Death benefits.
- Spousal Benefits.
- Dental plan.

Medicine Hat:

- Cleaning allowance.
- Civilian Clothing allowance.
- Repair of personal apparel.
- Disability/Death benefits.
- Health Care/Blue Cross premiums.
- Spousal Benefits.
- Dental plan.

Redcliff:

- Clothing and equipment (supplied by town).
- Town to supply vest.
- Cleaning allowance.
- Civilian Clothing allowance.
- Repair of personal apparel.
- Telephone allowance.
- Disability/Death benefits.
- Health Care/Blue Cross premiums.
- Travel allowance for extended training.

Taber:

- Clothing and equipment (per policy manual).
- Cleaning allowance.
- Civilian Clothing allowance.
- Repair of personal apparel
- Disability/Death benefits.
- Health Care/Blue Cross premiums.
- Dental plan.

Pension

Calgary:

- City to pay 1.1%, remainder to be shared. (i.e. 7.55.% and 6.45 %).
- "Other classifications (non-police officers) to join Local Authorities Pension Plan.

Camrose:

- City 7.55%, Member 6.45%.

Coaldale:

- City 7.55%, Member 6.45%.
- Deficiency in funds on transfer to SFPP to be shared 75% by municipality and 25% employee.
- Purchase of previous pensionable service to be paid by member.

Edmonton:

- City 7.55%, Member 6.45%.

Lacombe:

- City 7.55%, Member 6.45%.

Lethbridge:

- City 7.55%, Member 6.45%.
- Deficiency in funds on transfer to SFPP to be shared 75% by municipality and 25% employee.

Medicine Hat:

- City 7.55%, Member 6.45%.

Redcliff:

- City 7.55%, Member 6.45%.
- Deficiency in funds on transfer to SFPP to be shared 75% by municipality and 25% employee.

Taber:

- City 7.55%, Member 6.45%.
- Deficiency in funds on transfer to SFPP to be shared 75% by municipality and 25% employee.

Indemnification and Legal Costs

Calgary: Costs for civil and criminal action, except neglect or disregard of duty. Indemnify from any action, claim etc., except neglect or disregard of duty.

Camrose: Costs for civil and criminal action, except neglect or disregard of duty. Indemnify from any action, claim etc., except neglect or disregard of duty.

Coaldale: Costs for civil and criminal action, except, in opinion of commission, negligence or acting in excess of jurisdiction.

Edmonton: Costs for civil and criminal action. Indemnify from any action, claim etc. (No "except" clause).

Lacombe: Costs for counsel and indemnify for civil action on agreement between insurers and member, except outside scope of employment or neglect or disregard of duties.

Lethbridge: Costs for counsel and indemnify for any action on agreement between insurers and member, except neglect or disregard of duties.

Medicine Hat: Costs for civil and criminal action, except neglect or disregard of duty. Indemnify from any action, claim etc., except criminal penalty or neglect or disregard of duty.

Redcliff: Costs for civil and criminal action, while on duty or, when not on duty, while conforming to policy. Indemnify from any action, claim etc., where commission reviews and decides that member's actions were reasonable in the circumstances.

Taber: Costs for civil and criminal action, except neglect or disregard of duty. Indemnify from any action, claim etc., except neglect or disregard of duty.

Association - Employer Liaison

Calgary: ***Silent***

Camrose: ***Silent***

Coaldale: ***Silent***

Edmonton: Joint advisory committee to administer benefit plans.

Lacombe: ***Silent***

Lethbridge: ***Silent***

Medicine Hat: Clothing committee composed of members and commission to review uniforms and accessories: tendering, quality and quantities.

Redcliff: Police Officer/Town Cooperation Committee composed of representatives from the association and the commission, for discussion and solution of any matters relating to the operation or function of the department.

Taber: Labour Management committee, composed of the parties to the agreement, to assist in carrying out the terms of the agreement.

Miscellaneous Negotiated Items

Calgary:

- Meal allowance on shift extension.
- No re-engagement higher than 1st class constable.
- Leave of absence for association business has priority.
- Directors of association allowed straight time for association business.
- Pay rates for new/changed jobs set by commission, subject to appeal by association under grievance procedure.

Camrose:

- Members shall not pay for damage to departmental property, equipment or vehicles.
- The association will not affiliate with any political body.
- Leave of absence for meeting of Alberta Federations of Police Associations or Canadian Police Association.
- Leave of absence with pay for negotiation or grievance business.
- Rehire member at no higher rank than he had upon leaving.

Coaldale:

- Incapacitated members to be found employment with Town.
- Association to reimburse town for time off or leave for association business.

Edmonton:

- No church parades.
- Incapacitated members to be found employment with City.
- Members may transfer time credits to other members.
- Association may post notices.
- Member gainfully employed elsewhere while on leave of absence is terminated with the City.
- Dress uniform issued after 2 years service.
- Commission may only hire:
  - Canadian citizen
  - under 35 years of age
  - who passes medical.
- No member may be employed beyond 60th birthdate.
- Plainclothes constables must have 3 years service and must be rotated after 6 months.
- New positions to be negotiated.

Lacombe:

- No rehire at higher rank than leaving unless additional training or experience received.
- Departmental and Service seniority defined.

Lethbridge:

- New rank created only by negotiation.
- Each new or rehired member must serve at least 3 years in patrol or traffic divisions.
- Maximum of 3 members granted leave with pay for negotiations.

Medicine Hat:

- Seniority defined.
- 1st class constable to receive dress uniform.
- Leave of absence without pay for conventions.
- Rehire no higher than previous rank, but in no case higher rank than 1st class constable.
- Rehire may not be promoted beyond 1st class constable for 5 years.
- Any member working in plain clothes be paid Detective wage.
- Position of Drug Constable paid at Detective wage, and no one may hold this position for more than 3 years.
- Members may perform off duty peace officer functions (social, sports, community or private activity), with the consent of the chief. Monies to be paid via the City.

Redcliff:

- Office staff specifically excluded from agreement.
- 4 day time bank set aside for association business.
- New member with previous police experience may be paid up to rate of 1st class constable.
- Rehired employees begin at probationary constable for purposes of seniority only.

Taber:

- Time with pay for maximum 2 members on association business.
- Incapacitated members to be found employment with Town.

APPENDIX D. ADDRESSES

Law Enforcement Division

Law Enforcement Division,
10th Floor, John E. Brownlee Building,
10365 - 97 St.,
Edmonton, Alberta,
T5J 3W7
Telephone: 403/427-3457

Law Enforcement Appeal Board

Secretary, Law Enforcement Appeal Board
10th Floor, John E. Brownlee Building,
10365 - 97 St.,
Edmonton, Alberta,
T5J 3W7
Telephone: 403/422-9376

RCMP "K" Division, Headquarters

RCMP "K" Division, Headquarters
P.O. Box 1320,
Edmonton, Alberta
T5J 2N1